

Psychology Internship Program



Cheyenne VA Health Care System

2360 E. Pershing Blvd.

Cheyenne, WY 82001

(970) 313-2147

<http://www.cheyenne.va.gov/>

MATCH Number: 230211

Applications Due: November 13, 2022

ACCREDITATION STATUS

The doctoral internship at the Cheyenne VA Medical Center is fully **accredited** effective 8/6/2021 by the Commission on Accreditation (CoA) of the American Psychological Association (APA). We were awarded a 3 years reaccreditation. Our next site review will be held in April 2024.

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation

American Psychological Association

750 1st Street, NE

Washington, DC 20002-4242

Phone: (202) 336-5979

E-mail: apaaccred@apa.org

Web: www.apa.org/ed/accreditation

Internship Admissions, Support, and Initial Placement Data

Internship Program Admissions

Date Program Tables are updated: August 31, 2022

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

Applicants must meet the following prerequisites to be considered for our program:

1. Applicants must be enrolled and in good standing in an APA- or CPA- accredited clinical, counseling, or combined psychology program.
2. A minimum of 350 direct intervention and 50 direct assessment hours of supervised graduate level pre-internship experience.
3. Completion of comprehensive examination and proposal of their dissertation.
4. U.S. citizenship. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All interns must complete a Certification of Citizenship in the United States prior to beginning VA training.
5. A male applicant born after 12/31/1959 must have registered for the draft by age 26 to be eligible for any US government employment, including selection as a paid VA trainee. Male applicants must sign a pre-appointment Certification Statement for Selective Service Registration before they can be processed into a training program. Exceptions can be granted only by the US Office of Personnel Management; exceptions are very rarely granted.
6. Matched interns are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens. Please view the following link for additional information regarding the background check: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>
7. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns are not required to be tested prior to beginning work, but once on staff they are subject to random selection for testing as are other employees.

Selection Process:

A selection committee comprised of psychologists reviews applications. Our selection criteria are based on "goodness-of-fit" with our scholar-practitioner model. Applicants will be evaluated individually on their clinical experiences, academic performance, scholarly background, and interests. The selection process may include information gained from internet and social media searches of applicants' names. Preference will be given to applicants with interests in rural, generalist training with an emphasis on interprofessional treatment. As an equal opportunity training program, the internship welcomes and strongly encourages applications from qualified candidates, regardless of gender, age, racial, ethnic, sexual orientation, disability, or other minority status. Our internship emphasizes and promotes diversity; it is an essential component of our training program. We are committed to attracting diverse applicants and maintaining

diversity within our intern cohorts. Students from diverse backgrounds (e.g., ethnicity/race, lifestyle, disability) and historically disadvantaged groups, are strongly encouraged to apply. All things being equal, consideration is given to applicants who identify themselves as veterans; as members of historically underrepresented groups on the basis of racial or ethnic status; as representing diversity on the basis on sexual orientation; or as representing diversity on the basis of disability status. This agency provides reasonable accommodation to applicants with disabilities where appropriate. If you need reasonable accommodation for any part of the application and hiring process, please notify Dr. Kyle Bewsey by telephone (307-778-7550 ext. 4708) or email kyle.bewsey@va.gov

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> YES	Amount: 350
Total Direct Contact Assessment Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> YES	Amount: 50

Describe any other required minimum criteria used to screen applicants:

The program does not have addition screening criteria.

Please see next page for information regarding financial and other benefit support for the upcoming training year.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$26,297	
Annual Stipend/Salary for Half-time Interns	Not Applicable	
Program provides access to medical insurance for intern?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of domestic partner available?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 wks	
Hours of Annual Paid Sick Leave	4 hrs every 2 wks	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/> YES**	<input type="checkbox"/> No
Other Benefits (please describe): ** In the event of medical conditions and/or family needs that require extended leave, in certain circumstances at the discretion of the training program, interns may be allowed reasonable unpaid leave in excess of personal time off and sick leave. The training year will be extended as needed to ensure a full training year (minimum of 1872 hours on duty / 520 hours in direct patient care) is completed (may or may not be paid depending on availability of funds/approval from Office of Academic Affairs).		

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Please see next page for data regarding prior interns' post-internship positions.

Initial Post-Internship Positions

	2019-2021	
Total # of interns who were in the 3 cohorts	9	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	3	5
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	1
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

FACILITY AND TRAINING SITES

The Cheyenne VAHCS & off campus clinics provide health care and other supportive services to an estimated 71,611 Veterans living in Wyoming, western Nebraska, and northern Colorado. In order to reach Veterans across our vast catchment area, the Cheyenne VAHCS has facilities/services located throughout three states. These include the following: The VA Medical Center in Cheyenne, WY; two Community Based Outpatient Clinics (CBOC) in Loveland, CO, Multi-disciplinary Outpatient Clinics (MSOC) in Fort Collins, CO, and Sidney, NE; a Primary Care Telehealth Outpatient Clinic (PCTOC) located in Rawlins, WY; and Mobile Telehealth Clinics serving Laramie, Torrington, and Wheatland, WY, as well as Sterling, CO.

Cheyenne VAMC (CVAHCS, Cheyenne, WY)

Primary and specialty outpatient medical services are provided at the Cheyenne VAMC campus (CVAMC) located at 2360 East Pershing Blvd. Cheyenne, WY 82001. Telephone number: 307-778-7550 or 1-888-483-9127. The CVAHCS offers a multitude of mental health services on-site or via telemental health. On campus, there is a 32-bed Community Living Center (CLC) which provides rehabilitative care to Veterans who require assistance to return to living at home or who may require longer term residential care. Inpatient hospice and palliative care services are also available. There are also inpatient medical services available for acute medical needs. The newest addition to the CVAMC is a 10-bed Residential Rehabilitation Treatment Program (RRTP) which provides residential treatment for Substance Use Disorder and Post-Traumatic Stress Disorder.

Fort Collins MSOC (Fort Collins, CO)

The Fort Collins MSOC provides care to a large number of Veterans in Northern Colorado and is growing fast. The outpatient clinic provides a variety of services to patients including primary care, preventive care, mental health care, and some specialty services. In addition to primary care staff, the MSOC in Fort Collins is currently staffed by mental health providers in a variety of disciplines, including psychiatry, social work, mental health counseling, and nursing. The MSOC is located approximately 50 miles from the main campus of the Cheyenne VAMC at 2509 Research Blvd. Fort Collins, CO 80526-8108. Telephone number: 970-224-1550.

Northern Colorado VA Outpatient Clinic (Loveland, CO)

The Northern Colorado VA Outpatient Clinic is our brand new, state of the art medical center that provides care to a large number of Veterans in Northern Colorado. The outpatient clinic provides a variety of services to patients including primary care, preventive care, mental health care, and some specialty services. In addition to primary care staff, the NoCo clinic is currently staffed by mental health providers in a variety of disciplines, including psychiatry, psychology, social work, mental health counseling, and nursing. The outpatient clinic is located approximately 55 miles from the main campus of the Cheyenne VAMC at 4575 Byrd Dr, Loveland, CO 80538. Telephone number: 970-962-4900.

Loveland CBOC (Loveland, CO)

The Loveland CBOC provides care to Veteran in Northern Colorado, capturing many of our more rural located Colorado counties. The outpatient clinic offers primary care, mental health, and some specialty services. The Loveland CBOC is staffed by mental health providers from a variety of disciplines, including psychology, psychiatry, social work, licensed professional counseling, clinical nurse specialist, and nursing. The CBOC is located approximately 55 miles from the main campus of the Cheyenne VAMC at 5200 Hahns Peak Drive Loveland, CO 80538. Telephone number: 970-962-4900. As this clinic replaced the facility in Greeley, CO, some assistance with transportation may be available between Greeley and Loveland by calling 307-433-3735.

VITAL (Veterans Integration to Academic Leadership) Program

The VITAL Program is staffed by a Cheyenne VAMC psychologist and medication providers who serve several different university/college campuses in the northern Colorado and Wyoming areas. The program launched in January 2014 in effort to increase access to care for OEF/OIF/OND veterans and other University veterans and has quickly become the top-performing VITAL program in the country.

PSYCHOLOGY SETTING

Cheyenne VA HCS psychologists hold a number of leadership roles. Dr. Charles Drebing is the Mental Health Service Line Chief and the co-director of the Psychosocial Rehabilitation Fellowship. Dr. Rodney Haug is the Psychology Discipline Executive and the Associate Chief for Professional Development and Education. Dr. Mercedes Lavoy is a Loveland BHIP supervisor. Dr. Ashley Bittle is the Associate Chief for Psychosocial Rehabilitation. Dr. Sarah Webb is the Associate Chief for SUD and PTSD Services. Dr. Thomas Wykes is the Associate Chief for Medical Integration. Dr. Sarah Staats is PMOP Coordinator and Pain Program Manager. Dr. Laurel Shiba is the Psychology Internship Associate Director of Training. Dr. Kyle Bewsey is the Mental Psychology Internship Director of Training, Mental Health Training Director, and co-director of the Psychosocial Rehabilitation Fellowship. Dr. Rebecca Bailly is the Team Lead for Dialectical Behavior Therapy (DBT) and a national training consultant for Prolonged Exposure Therapy. Dr. Laura Eaton serves as a national training consultant for Cognitive Behavioral Therapy for Depression and is involved with the annual planning of the VA Psychology Leadership Association conference. Dr. Delia Sosa is the chair of the Mental Health Service Line Diversity Workgroup. Psychologists at the Cheyenne VA are embedded within various settings at the main facility, outpatient clinics, and college campuses. Psychologists maintain close interprofessional relationships, working alongside licensed professional counselors, licensed marriage and family therapists, social workers, psychiatric nurses, clinical nurse specialists, psychiatrists, and medical providers in a variety of clinics.

TRAINING MODEL AND PROGRAM PHILOSOPHY

The Cheyenne VAHCS Psychology Internship Program is based on the **Scholar-Practitioner** training model. The training program's goal is to create a supportive, collegial atmosphere that is committed to training future psychologists in the scientific practice of psychology. Over the course of the internship year, the **program's aim** will be to prepare interns to be strong generalist practitioners with an emphasis on evidence-based psychotherapies.

The Cheyenne VA internship training program follows the professional developmental model, in which trainees will gradually progress from close supervision to more independent functioning over the course of each rotation and throughout the year. The competencies were developed to be sequential, cumulative, and graded in complexity. It is expected that interns demonstrate growth during the training year in the identified competencies as they receive clinical supervision and ongoing feedback regarding their progress. Furthermore, interns are expected to learn to function as professional psychologists in close collaboration with other disciplines in a VA medical facility and outpatient clinics. Interns completing the program should be fully prepared for further postdoctoral training or entry-level professional positions working with adult and older adult patient populations with a variety of mental health concerns.

Profession-Wide Competencies

Our program incorporates experiential and didactic training in the following profession-wide competencies:

- 1) **Research** – Interns will demonstrate critical thinking, and be able to integrate scientific knowledge with clinical practice. Interns will be able to apply the current scientific literature to evaluate their practices, interventions, and/or programs.
- 2) **Ethical and legal standards** - Interns should demonstrate knowledge of ethical and legal principles including the APA Ethical Principles and Code of Conduct. They will show an awareness of these principles and apply them in their daily practice.
- 3) **Individual and cultural diversity** - Interns will demonstrate knowledge of self and others as cultural beings in the context of dimensions of diversity in assessment, treatment, and consultation. Interns should show an awareness of, sensitivity to, and skill in working professionally with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.
- 4) **Professional values, attitudes, and behaviors** - Interns will demonstrate sound professional judgment and responsibility with progressive independence to resolve challenging situations throughout the training year. They will conduct themselves in a professional manner across settings and contexts. Interns will demonstrate the ability to manage work load and administrative tasks, as well as complete timely documentation. Interns will develop a professional identity over the course of the internship training year, and learn how to function as a psychologist within an interprofessional team.
- 5) **Communication and interpersonal skills** – Interns will communicate effectively verbally, nonverbally, and in writing. These communications will be informative, articulate, succinct, and well-integrated with consideration given to the recipient of the information (e.g., patient / family, other members of the interprofessional team, etc.). Interns will demonstrate presentation skills by effectively communicating psychological principles, procedures, and/or data to colleagues, additional trainees, and other professions.
- 6) **Assessment** - Interns will be able to assess patients with a broad range of problems using a variety of psychological assessment instruments. Interns will gain proficiency in selecting assessment tools, conducting intake interviews, and integrating multiple sources of information (i.e., biopsychosocial history and test data) with consideration of diversity. Interns will develop case conceptualization skills and offer concrete, useful recommendations tailored to answer the referral questions.
- 7) **Intervention** - Interns will demonstrate the ability to provide professional entry-level skills in response to a range of presenting problems and treatment concerns, with particular attention to identifying treatment goals and providing evidence-based psychotherapies. Interns will be able to develop case conceptualizations relevant to the patient with the ability to adapt an evidence-based intervention if appropriate. Interns will be able to identify and manage crisis needs and/or unexpected or difficult situations. They also should be able to effectively coordinate their interventions with other members of the interprofessional team involved with the patient's care.

- 8) **Supervision** - Interns will understand the ethical and legal issues of the supervisor role. Interns will develop knowledge of supervision models and apply this knowledge in direct or simulated practice. Interns will provide effective supervised supervision to less advanced students, peers, or other service providers in typical cases appropriate to the service setting.
- 9) **Consultation and interprofessional / interdisciplinary skills** – Interns will understand their role as a consultant and shift roles to meet presenting needs. Interns will gather appropriate data in order to answer the consultation need.

PROGRAM STRUCTURE

The Cheyenne VA HCS doctoral internship program includes three 12-month full-time internship positions each of which is divided into two six-month major rotations. Interns will choose from the following major 6-month rotations based on availability: 1) General Mental Health, 2) Residential Rehabilitation Treatment Program (RRTP) for PTSD and/or SUD, and 3) Primary Care - Mental Health Integration in both Cheyenne and Northern Colorado. Trainees also are required to participate in psychological assessment throughout the year as part of an adjunctive assessment rotation and/or as part of a major rotation. In fact, they must complete six comprehensive psychological assessments. Interns will complete required telehealth training with the opportunity to deliver telehealth therapy as needed on rotations. Finally, interns will choose minor/adjunctive training experience(s) based upon the training directors' recommendations, as well as the trainee's past experience, interests, professional goals, and identified areas of growth.

Interns are expected to commit 40 hours per week to the internship training experience. All major rotations take place at the main facility or in one of the Northern Colorado outpatient clinics. If a trainee elects the VITAL program minor/adjunctive experience, travel to college campuses will be expected. Additionally, a rotation with the Home-Based Primary Care (HBPC) minor rotation will require travel to the veterans' homes either with a supervisor or independently. Interns can anticipate at least four hours (3 hours of individual; 1 hour of group) of supervision a week. Tuesdays are a dedicated training day to allow time for group supervision, professional development activities, and didactics. On Tuesdays, outside of scheduling, there should be no planned clinical care. It is expected that each intern will attend all scheduled didactic presentations, individual and group supervision, assessment and intervention (A&I) presentations, and grand rounds. In addition, interns are encouraged to participate in other educational training opportunities that become available.

MAJOR ROTATIONS (Six months, Two days/week):

- **General Mental Health** – Interns will provide a full range of mental health treatment to Veterans diagnosed with a variety of mental health disorders. Interns will conduct intake assessments, offer individual and group psychotherapy, and participate in interdisciplinary team meetings. Evidence-based treatments will be emphasized and may include cognitive behavioral treatment protocols for anxiety and obsessive-compulsive disorders; Cognitive Behavioral Therapy for Insomnia (CBT-I); Cognitive Behavioral Therapy for Depression (CBT-D); Acceptance and Commitment Therapy for Depression (ACT-D); Mindfulness Based Stress Reduction (MBSR); Integrated Behavioral Couples Therapy (IBCT); Interpersonal Therapy for Depression (IPT-D); and Dialectical Behavior Therapy (DBT).

Opportunities may also include observation and participation with Suicide Prevention Program and Intensive Community Mental Health Recovery (ICMHR) (formerly called Mental Health Intensive Case Management MHICM). Formal psychological assessments will be conducted when findings would inform treatment

- **Residential Rehabilitation Treatment Programs (RRTP)** - Interns have the opportunity to work in a 10-bed residential setting for Veterans with PTSD and / or Substance Use Disorder. Treatments include Cognitive Processing Therapy (CPT) and Prolonged Exposure (PE) as well as evidence-based substance use disorder treatments (CBT-SUD and Matrix). Other evidence-based treatments are available as needed. Training will include emphasis on PTSD assessment as well as participation on an interdisciplinary team.
- **Primary Care-Mental Health Integration (PC-MHI)** – Interns will collaborate with primary care providers in treating Veterans with a variety of needs or issues related to lifestyle and behavioral difficulties, such as medical compliance and health promoting practices, coping with illness or chronic diseases, crisis situations, coordination of care, and brief treatment of mental health concerns. PC-MHI offers individual assessment and brief intervention, as well as group psychoeducation experiences. On this rotation, interns may have the opportunity practice Problem-Solving Therapy, Motivational Interviewing, brief CBT-based skills, and other health psychology interventions. A major PC-MHI rotation will be offered during Fall and Spring rotations, and at both the Cheyenne and Northern Colorado locations.

YEARLONG MINOR ROTATION (One day/week):

- **Psychological Assessment** - Interns will conduct full psychological assessments, which may include personality, cognitive, and intellectual measures, as determined appropriate by the supervising psychologist. Interns will be expected to complete a minimum of six psychological assessments throughout the year, which may include testing cases outside their primary rotation.

MINOR/ADJUNCTIVE TRAINING EXPERIENCES (approximately one to two days/week):

- **Telemental Health** – Interns will receive formalized telehealth training in the delivery of evidence-based individual and/or group psychotherapy to rural and highly rural Veterans.
- **Evidence-Based Psychotherapy Emphasis** – Interns have the opportunity to receive focused training in one or more evidence-based treatments based on availability, such as Cognitive Processing Therapy (CPT), Prolonged Exposure (PE), Motivational Interviewing (MI), Cognitive Behavioral Therapy for Depression (CBT-D), Problem-Solving Therapy (PST), Interpersonal Psychotherapy for Depression (IPT-D), Cognitive Behavioral Therapy for Insomnia (CBT-I), Psychodynamic Psychotherapy, and Dialectical Behavioral Therapy (DBT).
- **Veterans Integration to Academic Leadership Initiative (VITAL) program** – Interns will work closely with a VA psychologist placed on college campuses. This innovative program has been designed to meet the unique needs of University veterans. Interns will be involved in ongoing program development and evaluation, outreach, and the provision of

psychotherapy. For the Fall rotation, it will be offered Wednesdays. There are some second rotation virtual options.

- **VA Mental Health Administration** – Interns will work closely with a supervisor on a variety of projects. These projects may include Performance- or Quality-Improvement projects, an ongoing program-design project, or other systems-level work. This experience may include attending various meetings within the hospital, analyzing data, and presenting findings during meetings.
- **Committees/Other Experiences** – Interns have the opportunity to take an active part in several committees and other training experiences around the hospital. These experiences vary over the year according to current need and projects. Examples include the Cheyenne VA HCS Diversity Committee and the Cheyenne VA HCS Disruptive Behavior Committee. Time dedicated to these experiences varies and may not require 8 hours a week.
- **Primary Care-Mental Health Integration (PC-MHI)** – Interns will collaborate with primary care providers in treating Veterans with a variety of needs or issues related to lifestyle and behavioral difficulties, such as medical compliance and health promoting practices, coping with illness or chronic diseases, crisis situations, coordination of care, and brief treatment of mental health concerns. PC-MHI offers individual assessment and brief intervention, as well as group psychoeducation.
- **Geropsychology** – Trainees will work with Home-based Primary Care (HBPC) and/or outpatient providers to strengthen their assessment and therapy skills and learn the role that psychology plays as part of an interdisciplinary team providing care to older adults and their families. Interns on this rotation may also participate in geriatric assessments involving dementia or decisional capacity evaluations. During this rotation interns may have the opportunity to implement at least one of the following evidence-based treatments: STAR-VA, Peaceful Mind, STOP Worry, Behavioral Activation, Memory Skills Group, and Caregiver Support.

***Major rotations above may be available as adjunctive experience pending availability of supervisor**

Intern Seminar Series (2-3 hours weekly requirement)

Didactic Series - These didactics include presentations covering various topics related to clinical and professional development. Didactics will be held face-to-face, as well as over video-conference with presenters from across the VA Healthcare System. Core topics will include the following: Assessment, Intervention, Diversity, Law/Ethics, Evidence-Based Psychotherapies, Program Development and Evaluation, Consultation, and Professional Development. Interns also will be assigned rotation-specific articles to promote the implementation of theory, research, and critical thought in their case conceptualizations.

Assessment and Intervention (A&I) Seminar - Each intern will present one assessment case and one intervention case to other trainees and invited staff.

Grand Rounds Presentation - Each intern will present on a topic of their choosing to the Cheyenne VAHCS medical staff at Grand Rounds in the spring. This experience is designed to showcase their expertise and provide an avenue for accruing a professional presentation during their training year. Past interns have elected to present on a portion of their dissertation (applying the topic to Veterans' Health) or to present on another topic related to Veteran Healthcare.

TRAINING RESOURCES

Psychology interns have assigned office space with a laptop and telephone access at their primary rotation site. Each intern has administrative and program support for training and consultation with electronic medical record management, telemental health, clinical applications, data management related to clinical workload, and program and facility performance improvement programs. Video-teleconferencing technologies are available to support didactics and clinical case conferences. Interns have computers available in their office space and online access to journals.

METHOD AND FREQUENCY OF EVALUATION

The Cheyenne VA Psychology Internship Training Program employs a multidimensional approach to program evaluation using both internal and external outcome measures. Interns receive ongoing verbal feedback regarding performance and progress, beginning with observations of baseline competencies during orientation week. Additionally, interns receive formal, written evaluations throughout the training year (2 months, 6 months, 8 months, 12 months). The evaluations assess specific competencies required of all trainees.

At six months and 12 months, interns complete an evaluation of the quality of their experience of supervision experience. Interns also provide an overall evaluation of his/her internship experience at the end of the year. Both interim and final evaluations provided by the interns assist the program in its self-assessment/improvement processes. Supervisors do not get the results of evaluations until end of year.

REQUIREMENTS FOR COMPLETION OF INTERNSHIP

Program completion requires 2080 hours of internship training activities under clinical supervision (four hours weekly). Trainees should be on duty and involved in training for at least 90% of these hours (1872 hours), with a minimum of 520 hours in direct patient care activities. Performance evaluation of and feedback to interns by clinical supervisors and other internship faculty is continuous; however, more formal evaluations are completed at established intervals throughout the training year. To maintain good standing in the program, interns will demonstrate ongoing progress and not be found to have engaged in any significant ethical wrongdoing. Remediation may be necessary if an intern performs below expected levels. To successfully complete the program, interns must complete the required supervised activities/hours, attend the required didactics and experiential diversity activity, complete a minimum of 6 psychological assessments, not be found to have engaged in any significant ethical wrongdoing, submit required work samples, and receive ratings of primarily "4," with no ratings falling below "3" across all competency items.

OUTSIDE EMPLOYMENT

The internship year is busy and demanding. Since the Psychology Service is responsible for interns' clinical training and supervision, outside paid employment for clinical activities such as therapy or psychological assessment is prohibited. Requests for other non-clinical professional activities such as teaching, research, or non-psychological paid employment outside of normal duty hours may be considered on a case-by-case basis. Interns should not commit to any outside employment or volunteer activities before getting the approval from the Director of Training. Human Resources and, possibly the Ethics Committee or Office of the Inspector General (OIG), also may be consulted to consider any possible conflicts of interest.

TRAINING STIPEND AND BENEFITS

Current stipend is anticipated to be \$26,297 divided into 26 pay periods for the year. State and federal income tax and FICA (Social Security) are withheld from interns' checks. The United States Government covers interns for malpractice under the Federal Tort Claims Act. Fringe benefits include health and life insurance at government rates, federal holidays (11 days), vacation (13 days), and sick leave (13 days). Maternity and paternity leave follows VA policy under the Family and Medical Leave Act, allowing up to 12 weeks of unpaid leave. In order to successfully complete the program, a trainee will likely be required to extend the appointment to accrue required hours.

ADMINISTRATIVE POLICES AND PROCEDURES

The policy of the Psychology Internship Program on Authorized Leave is consistent with the national standard. Applicants are welcome to discuss this with the Director of Training. All documents are available, in advance, by request.

Due Process - All Interns are afforded the right to due process in matters of problem behavior and grievances. A due process document is distributed to and reviewed with all interns during their first week of orientation at the Cheyenne VAMC. Human Resources (HR) policies and procedures may apply in different circumstances.

Privacy policy - We collect no personal information from potential applicants who visit our website.

Self-Disclosure - We do not require interns to disclose personal information to their clinical supervisors except in cases where personal issues may be adversely affecting the intern's performance and such information is necessary in order to address these difficulties.

LOCAL INFORMATION

Cheyenne is located in the southeastern corner of Wyoming and is the state capital and largest city in Wyoming with a population of around 62,500. Cheyenne is home to F.E. Warren Air Force Base with the 20th Air Force Command, 90th Missile Wing, and 30th Airlift Squadron as well as the Wyoming National Guard. Our 'claim to fame' is the annual Cheyenne Frontier Days rodeo and concert event known as 'The Daddy Of 'Em All', going strong for nearly 120 years. The University of Wyoming, located on the high Laramie Plains, is in close proximity with the opportunity to attend local football games. The area offers a wealth of recreational activities including hiking, fishing, camping, cycling, golfing, rock-climbing, cross-country and downhill skiing, snowboarding and snowshoeing. The South Dakota Black Hills with Mt Rushmore and Jackson Hole with Teton and Yellowstone National Parks are within an easy day's drive. The collegiate front-range cities of Fort Collins and Greeley, Colorado are within commuting distance with easy access for hiking, cycling, rock climbing, white water rafting, skiing, and snowboarding. Denver and Boulder, Colorado are an easy two-hour drive away. Denver is home to the Colorado Rockies, Avalanche hockey team, and Broncos Super Bowl champions. Red Rocks Park and Amphitheatre, a well-known outdoor music venue set in a rock structure, is also within driving distance for concertgoers.

For more information about Cheyenne, please visit the following websites:

www.cheyenne.org
www.cheyennechamber.org
www.cfdrodeo.com

For further information about northern Colorado, please see the following web sites:

Fort Collins, CO:
www.fcgov.com/
www.visitftcollins.com/

Greeley, CO:
www.greeleygov.com
www.greeleydowntown.com

Loveland, CO:
<http://www.cityofloveland.org/>
<http://www.visitlovelandco.org/>

APPLICATION PROCESS

To apply, submit the following materials electronically through the on-line APPIC Application for Psychology Internships:

- APPIC Application for Psychology Internship (AAPI)
- Detailed Curriculum Vitae – to be submitted as part of AAPI
- Three letters of recommendation – to be submitted as part of AAPI
- Graduate school transcripts – to be submitted as part of AAPI
- Academic Program Verification of Internship Eligibility and Readiness form – to be submitted by your Director of Clinical Training as part of AAPI
- Cover letter (no longer than 2 pages) addressing how your experiences to date and current career goals make you a good fit for the training offered at the Cheyenne VA Medical Center – to be submitted as part of AAPI

Any written inquiries can be submitted to:

Dr. Kyle Bewsey, PhD
Psychology Service (116B)
Cheyenne VA Medical Center
2360 East Pershing Blvd.
Cheyenne, WY 82001
307-778-7550 ext. 4708
Kyle.Bewsey@va.gov

Important Information / Deadlines

Match Number:	230211
Application Deadline:	November 13, 2022
Interview Notification:	November 23, 2021
Interviews:	December 2021

Please read all relevant instructions carefully to ensure that transcripts, letters of recommendation, and the Academic Program Verification of Internship Eligibility and Readiness forms are submitted in a timely manner. Applications that are not completed by **11:59pm MST on 11/13/2022** will not be considered, even if portions of the application have been submitted prior to that date and time.

This training program follows all APPIC policies for the Intern selection process. This Internship site strictly abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. You are encouraged to read or

download the complete text of their regulations governing program membership and the match process from APPIC's web site. Additionally, the training program is committed to creating a supportive learning environment for individuals of diverse backgrounds, and as a federal agency, the program abides by the US government EEO and Reasonable Accommodation policies.

Health Professions Trainees (HPTs) are appointed as temporary employees of the Department of Veterans Affairs. As such, HPTs are subject to laws, policies, and guidelines posted for VA staff members. There are infrequent times in which this guidance can change during a training year which may create new requirements or responsibilities for HPTs. If employment requirements change during the course of a training year, HPTs will be notified of the change and impact as soon as possible and options provided. The VA Training Director for your profession will provide you with the information you need to understand the requirement and reasons for the requirement in timely manner.

CHEYENNE VA PSYCHOLOGY STAFF

Rebecca Bailly, Ph.D., RRTP and SUD Services Program Manager: Dr. Bailly received her Ph.D. in Clinical Psychology from the University of Wyoming in 1993 and completed her doctoral internship at Connecticut Valley Hospital in Middletown, Connecticut. She has been in private practice and taught for several years in the Clinical Psychology graduate program at the University of Wyoming. She has also worked as a civilian psychologist with the Air Force at F.E. Warren AFB. There she became familiar with military culture and evidence-based treatments for PTSD (including PE, CPT and SIT) and served as the Program Manager for the Alcohol and Drug Awareness Prevention and Treatment program. At the Cheyenne VA HCS, Dr. Bailly participates on the PTSD Recovery and DBT Clinical Teams and serves as a national training consultant for PE. She serves as Program Manager for the residential mental health program for PTSD and SUD. Dr. Bailly's interests include evidence-based psychotherapies for PTSD, co-occurring disorders and other complex mental health concerns; supervision and professional development; program development and evaluation; and military psychology.

Kyle Bewsey, Ph.D., Licensed Psychologist, Director of Training, Primary Care – Mental Health Integration (PC–MHI): Dr. Bewsey earned his Master of Arts degree in Clinical Psychology from Western Carolina University in 2006. He received his Ph.D. in Clinical Psychology from the University of North Texas after completing his pre-doctoral internship at the Gulf Coast Veterans Health Care System in Biloxi, Mississippi in 2012. Dr. Bewsey is a generalist with specialized training in psychodynamic psychotherapy, and combined objective and projective approaches to personality assessment. He currently works as a Staff Psychologist in PC–MHI at the Cheyenne VA Medical Center of the Cheyenne VA Healthcare System and serves as a committee member on various committees, including the Disruptive Behavior Committee (DBC) and Interpersonal Violence Committee (IPV). He is also a site trainer for Prevention and Management of Disruptive Behavior (PMDb). In addition, Dr. Bewsey provides a wide range of psychological and cognitive assessments. He has trained, worked, and supervised in a variety of mental health treatment settings, including inpatient, residential, intensive outpatient, and community outpatient. Dr. Bewsey currently offers a major rotation in Primary Care-Mental Health Integration (PC-MHI) and an adjunctive experience in assessment at the Cheyenne VAMC. His research interests include the assessment and treatment of personality pathology, psychopathy, and psychodynamic approaches to treatment. He is also an avid sports fan, frequents a variety of live music venues, and can regularly be found exploring the wilderness of Northern Colorado and Southern Wyoming.

Cynthia Merritt Brooks, PsyD, Clinical Psychologist, Telehealth Psychologist: Dr. Brooks completed her doctorate in Clinical Psychology at Florida Institute of Technology in 2001, following a predoctoral internship at the Missouri Health Sciences Consortium in Columbia, Missouri. She has worked in a variety of clinical settings over her career including forensics with serious mental illness, a large health care system with specialty medicine and primary care, inpatient psychiatric units, private practice, and with active duty military personnel both stateside and overseas. She currently provides specialty mental health services as a telehealth provider to Veterans within the Cheyenne VA HCS. Clinically, she is particularly interested in complementary therapies enhancing wellness, end of life issues and grief, and post-traumatic growth.

Charles Drebing, Ph.D., Chief of Mental Health; Licensed Psychologist with Specialization in Psychosocial Rehabilitation. Dr. Drebing obtained his Ph.D. in Clinical Psychology from The

Fuller Theological Seminary in 1990. He completed his doctoral internship at the West Los Angeles VA, and a 2-year post-doctoral fellowship in neuropsychology at the UCLA School of Medicine – Neuropsychiatric Institute. He has worked in the VA for the past 28 years, and has been an active researcher in the area of psychosocial interventions. Dr. Drebing has broad experience as a clinician and administrator in a variety of outpatient, inpatient and residential settings within the VA Healthcare System. His primary interests are community reintegration, vocational interventions, social support, and program development.

Laura Eaton, Ph.D., Licensed Clinical Psychologist, HBPC: Dr. Eaton obtained her masters in Clinical Psychology from The University of Colorado at Colorado Springs in 2002, and earned her Ph.D. in Clinical Psychology (with an emphasis on aging) from The University of Alabama in 2007. She completed her doctoral internship at the Pittsburgh VA Healthcare System. Her post-doctoral training was at the South Central MIRECC where she focused on evidence-based interventions for anxiety and depression (primarily geriatric) in primary care and rural health settings. Dr. Eaton has broad experience as a clinician and administrator in a variety of outpatient, inpatient and residential settings within the VA Healthcare System. She primarily utilizes a cognitive-behavioral orientation and has completed VA trainings in CPT, PE, PST-HBPC, STAR-VA, CBT-I and is a CBT-D national training consultant. She joined the Cheyenne VA system in 2017, and has worked in the Community Living Center (Nursing Home), Hospice, and Palliative Care settings. Her primary interests are interdisciplinary teams, geropsychology, suicide prevention, quality of care for Veterans and helping Veterans and their families successfully navigate later life. Currently she is the Home Based Primary Care (HBPC) psychologist for Northern Colorado and serves as the supervisor for the HBPC minor rotation in Northern Colorado.

Emilie Elick, PsyD, PTSD/SUD Specialist and RRTP Psychologist: Dr. Elick earned a MS in Clinical Psychology from the University of Alaska Anchorage and a Psy.D in Clinical Psychology from Wheaton College. While in Alaska, she provided services in an interdisciplinary substance abuse therapeutic court program, a multi-level correctional center, and worked as a research associate and trainer at the UAA Center for Behavioral Health Research and Services on CDC and SAMHA grants focused on SBIRT, Fetal Alcohol Spectrum Disorders, and suicide prevention. Dr. Elick has particular interest and experience with assessment and has completed a year of training in community psychological and neuropsychological assessment, a major rotation in geriatric cognitive assessment, and has worked with a Clinical Neuropsychologist providing assessments for pilots and potential pilots seeking assessment through the FAA for several years. Clinically, Dr. Elick's primary interest is in trauma-focused treatment. She completed a year of training at the Hines VA Medical Center, where she was trained in CBT, PE, COPE, and trauma-focused assessment as a part of the Hines PTSD Clinical Team (PCT). She transitioned to pre-doctoral internship at the James H. Quillen VA Medical Center in Tennessee, joining the PTSD Clinical Team, completing CPT consultation and certification, and gaining experience in couples/family conjoint treatment for PTSD (CBCT). Her research interests include the impact of trauma on helping professionals, program evaluation, and disaster recovery. Outside of work, Dr. Elick enjoys hiking, skiing, board games, traveling to new places as well as visiting favorite spots, and spending time with family and friends.

Rodney Haug, Ph.D., Licensed Clinical Psychologist (Colorado and Wyoming), Associate Chief of Mental Health for Professional Development and Education and Psychology and Discipline Executive: Dr. Haug earned his doctoral degree in Clinical Psychology with an emphasis in psychoneuroendocrinology from the University of North Dakota. He completed his

doctoral internship at the Minneapolis MN Veterans Hospital. In addition to his work here he has worked in a variety of settings including VA Vet Centers, private practice, Dept. of Indian Affairs, and the Dept. of Social Services. Areas of clinical experience and interest include trauma treatment, supervision and professional development, and most recently, Primary Care Mental Health Integration. Dr. Haug's theoretical orientation may be best described as eclectic influenced by psychodynamic training, cognitive behavioral paradigms, and life experience. Outside of work his most important activity is time with family and friends while enjoying the outdoors in Colorado and Wyoming.

Joseph L. Kennedy, Ph.D., Graduate Psychologist, Northern Colorado SUD: Dr. Kennedy earned his Ph.D. in Clinical Psychology from the University of Nebraska, Lincoln in 2022. He completed his doctoral internship at the Cheyenne VA Health Care System and continued on as a SUD Outpatient Graduate Psychologist at the Northern Colorado clinic. He has developing expertise in the treatment of comorbid substance use and other mental health disorders, guided by a harm reduction framework. He also has interest in the application of mindfulness for mental and physical wellness. Outside of work, Dr. Kennedy enjoys spending time with his family, hiking, watching and playing hockey, working on cars, exploring Colorado and Wyoming, and cooking.

Mercedes Lavoy, Ph.D., Clinical Psychologist, BHIP Supervisor: Dr. Lavoy earned her M.S. and Ph.D. from Washington State University, and completed her predoctoral internship at the Long Beach VA Health Care System. She then completed her 2-year postdoctoral fellowship in Trauma, Risk, and Resiliency at the Warrior Resiliency Program, a Department of Defense program that trains military psychologists. She trained under US Army Southern Regional Medical Command at the San Antonio Military Medical Center, in which she treated Active Duty personnel at Brooke Army Medical Center and Wilford Hall Medical Center. She completed intensive immersive training in military culture and combat: attending US Army Forces Command training at the Fort Irwin National Training Center, where units go to simulate combat scenarios pre-deployment; training at the Center for the Intrepid, a state of the art facility that rehabilitates military personnel suffering amputations, limb trauma, and severe burns received in service; field training at Camp Bullis; training with Lieutenant Colonel Dave Grossman, world-renowned expert on the psychology of combat and lethal force; academic and didactic training on military culture and combat, PTSD and its correlates, and the resiliency of human beings who have been exposed to war. Dr. Lavoy is a specialist in treating combat trauma with evidence-based therapies for PTSD. She started her career as a consultant in the Department of Defense with Fort Carson Medical Command, in which she served as the Internal Behavioral Health Consultant for an Active Duty medical clinic on base. She has also held the following positions: Northern Arizona VA Health Care System, PTSD Clinical Team; Eastern Colorado VA Health Care System, Mental Health Clinic and PC-MHI; currently at the Cheyenne VA Health Care System serving as BHIP Supervisor and acting Associate Chief in Fort Collins. Dr. Lavoy enjoys trying new restaurants, going to the gym, hiking, live music, and volunteering with youth.

Erin McEvoy, Ph.D., Graduate Psychologist and excellent human: Dr. McEvoy earned her Masters of Science in Counseling from the University of Nebraska-Omaha in 2009. She earned her PhD in Counseling Psychology from the University of Northern Colorado in 2022. Her internship year was completed at the Cheyenne VA Healthcare System. Dr. McEvoy is a generalist with a special interest in trauma focused treatments and psychological assessments. She currently works as a Graduate Psychologist in NOCO BHIP providing therapy and comprehensive assessments. Dr. McEvoy has trained in a variety of settings across diverse populations including active duty

military, veterans, children, adolescents, adults, and older adults. Outside of work, Dr. McEvoy loves being outdoors and spending time with her family; she is the proud spouse of a Veteran and mother of three.

Steven Pote, Ph.D., Licensed Psychologist, PCMHI Psychologist Northern Colorado: Dr. Pote graduated from the Counseling Psychology program at the University of Northern Colorado and went on to complete his doctoral internship at the Boise VAMC. He completed a postdoctoral fellowship in geropsychology at the Pittsburgh VAHCS. He returned to the Boise VAMC and worked as a Pain Psychologist in an interdisciplinary pain clinic for two years and now works as a PCMHI psychologist at the Northern Colorado VA Clinic. In 2022 he received ABPP credentialing in Geropsychology and also functions as the facility's Pain Point of Contact to VISN 19. In his free time, Dr. Pote enjoys hiking, running, cooking, and leaving roses by the sidewalk for passersby to take home.

Debbie Pozarnsky, Ph.D., Licensed Clinical Psychologist, HBPC: Dr. Pozarnsky completed her Ph.D. in Clinical Psychology from Fielding Graduate University in Santa Barbara, CA in 2019, following her pre-doctoral internship at the Sheridan VA Health Care System. She has experience working with individuals with SMI (serious mental illness) since 2004 at several facilities, including Mountain Crest Behavioral Health Center in Ft. Collins, CO and the Colorado Mental Health Institute at Fort Logan in Denver, CO. She has also worked with children in residential psychiatric facilities, including St. Joseph's Children's Home in Torrington, WY. She is currently working with the Cheyenne VA as the HBPC (Home Based Primary Care) psychologist for Cheyenne, WY. Dr. Pozarnsky has an integrated approach to therapy based on CBT and ACT, and is trained in EMDR. When not at work, Dr. Pozarnsky enjoys spending time with her husband and 7 children, hiking in the Colorado mountains, walking along the beaches of the Atlantic and Pacific coasts whenever she has the opportunity, and reading classic novels.

Eric B Richardson, Ph.D., Health Behavioral Coordinator and Cheyenne PC-MHI Psychologist: Dr. Richardson received his doctoral degree in Clinical and Community Psychology from Wichita State University. He completed his internship at The University of Oklahoma Health Sciences Center OKV VA Consortium with an emphasis in primary care psychology. Following internship, he served as a BHIP psychologist for the V19 telehealth hub (Clinical Resource Hub) at the Salt Lake City VAMC. Dr. Richardson recently transferred to the Cheyenne VA to fill the role of the Health Behavior Coordinator. His training and experiences focuses on the impact of psychological and behavioral processes in health, healthcare, and the prevention of illness. His clinical work addresses chronic pain, tobacco cessation, insomnia, weight loss, oncology, managing chronic health conditions, and somatic symptoms and related disorders using CBT, ACT, and MI modalities. He is also a member of the Cheyenne PC-MHI team. He will be taking parental leave at the beginning of the 2022-2023 internship year following the birth of his first kiddo. Outside of work, Dr. Richardson enjoys hiking, backpacking, board games, D&D, reading, cooking, woodworking, and spending time with his wife, two cats, and soon his new son.

Jasmine L. Samour, Psy.D., Graduate Psychologist, PC-MHI Northern Colorado: Dr. Samour earned her Psy.D. in Clinical Psychology from the Chicago School of Professional Psychology. She completed her doctoral internship the Cheyenne VA Healthcare System and continued on as a PC-MHI Graduate Psychologist at the Northern Colorado clinic. Within psychology, her interests include all forms of assessment (Rorschach 4ever <3!), integrated care, geropsychology, and multicultural therapy. In her professional work, Dr. Samour utilizes psychodynamic interventions in

combination with humanistic techniques and ACT. She also serves as a member of the Disruptive Behavior Committee at the Cheyenne VA HCS. Outside of psychology, Dr. Samour enjoys hockey (GO AVS!), her dog McCoy, movies, spending time with loved ones, and all things indoors (comedy and humor especially).

Laurel Shiba, Ph.D., Associate Director of Training and PC-MHI Psychologist Northern Colorado: Dr. Shiba completed her doctorate at Palo Alto University with an emphasis in Diversity and Community Mental Health. She completed her internship at the Charlie Norwood VAMC and the Medical College of Georgia in Augusta, GA. She stayed at the Charlie Norwood VAMC for her postdoctoral fellowship. She has worked at the Loveland clinic since November 2019. Within psychology, her interests include health psychology and behavior change, mindfulness, and culture-related factors. In addition to offering a minor rotation in Primary Care-Mental Health Integration, she also supervises the minor rotation in assessment. When she is not at work, Dr. Shiba enjoys cooking, board games, watching TV, jigsaw puzzles, reading, and pestering her tortoiseshell cat.

Delia Sosa, PsyD, Licensed Psychologist, VITAL Program Coordinator: Dr. Sosa earned a PsyD in Clinical Psychology from Pacific University School of Graduate Psychology. She completed her doctoral internship and post-doctoral training at the Cheyenne VA Healthcare System. Dr. Sosa offers a minor rotation in the VITAL (Veterans Integration to Academic Leadership) Program, focused on bringing VA mental health services in the form of evidence-based practices, outreach, and staff/faculty training opportunities to seven different colleges/universities in Wyoming and Northern Colorado. Dr. Sosa's interests and areas of specialized training include: PTSD, multicultural therapy, working with the Latinx/Spanish-speaking population, and VA certification in Cognitive Processing Therapy for PTSD, Cognitive Behavioral Therapy for Chronic Pain, and Acceptance and Commitment Therapy for Depression.

Sarah B. Staats, Ph.D., PMOP Coordinator & Pain Program Manager, Cheyenne VA HCS: Dr. Staats received her doctoral degree in Clinical & Community Psychology from Wichita State University in Wichita, Kansas... *GO SHOX!* She went on to complete a PC-MHI specialty internship and postdoc at the Denver VA. She then served as PC-MHI Psychologist at the Robert J. Dole VAMC in Wichita and at the Loveland MSOC prior to transitioning to her current role. Her training and experience focus on integrated, team-based care; health psychology and behavioral medicine (esp. pain, sleep, weight and health behaviors, tobacco use cessation); exposure-based approaches to anxiety; and utilizing ACT, CBT, MI, & DBT from a holistic and humanistic framework. Dr. Staats will be transitioning to supervising interns in interdisciplinary pain care and is a member of the Psychology Internship Training Committee. She is taking maternity leave the latter half of 2022 to welcome and orient a new human into the world. Aside from work, Dr. Staats enjoys hiking, camping, coffee, cooking enormous and very spicy curries, board games, reading, learning more always, and savoring each moment with her husband, new kiddo, two beloved cat-children, and extended family.

Sarah A. Webb, Ph.D., Licensed Clinical Psychologist, Associate Chief of Mental Health for SUD and PTSD Services: Dr. Webb earned her M.A. and Ph.D. in Clinical Psychology from the University of Houston. She completed her doctoral internship and postdoctoral fellowship at the OCD Treatment Program/The Menninger Clinic. After licensure, she then served in that program as staff psychologist and assistant professor in Menninger Department of Psychiatry and Behavioral Sciences at Baylor College of Medicine. Outside of clinical care, she was involved in

research in areas of domestic violence, obsessive and compulsive disorder, and late life anxiety in primary care settings. After six years of private practice in Houston, Texas, she joined the Cheyenne VAMC as the Mental Health Program Manager of Northern Colorado. She later transferred to the Fort Collins Vet Center where she now serves as Vet Center Director. Dr. Webb specializes in trauma, OCD, anxiety disorders, depression, conflict in couples, and psychosocial rehabilitation. She has training and experience with Cognitive Processing Therapy (CPT), Integrative Behavioral Couple Therapy (IBCT), Dialectical Behavior Therapist (DBT), Acceptance and Commitment Therapy (ACT), Exposure and Response Prevention (ERP), Motivational Interviewing (MI), Social Skills Training (SST), and Mindfulness-Based Stress Reduction (MBSR) in outpatient and residential treatment settings. Her primary interests include supervision, program development, suicide prevention/postvention, and psychosocial rehabilitation.

Taylor Wise, Psy.D., Graduate Psychologist: Dr. Wise graduated with a Master of Science in Kinesiology and Sport Psychology from Temple University in 2017. She went on to earn her Psy.D. in Clinical Psychology from the University of Denver, with emphases in Health, Sport, and Military Psychology. She completed her pre-doctoral internship at the Cheyenne VA Healthcare System in 2021 and continued on as a BHIP Graduate Psychologist at the Fort Collins clinic. Within psychology, her interests include health and performance, integrated and holistic care, coping with chronic illness, disordered eating, behavior change, and mindfulness. She primarily utilizes ACT, CBT, and DBT orientations. When she is not at work, Dr. Wise enjoys running, hiking, climbing, skiing, reading, and spending time with loved ones.

Thomas L. Wykes, Ph.D., Licensed Clinical Psychologist, Associate Chief of Mental Health for Medical Integration: Dr. Wykes earned his Ph.D. in Clinical Psychology from the University of Wyoming in 2016. He completed his doctoral internship in the Serious Mental Illness (SMI) specialty track at the VA Maryland Healthcare System / University of Maryland School of Medicine Psychology Internship Consortium in 2015. Dr. Wykes has experience conducting academic research in the areas of health psychology and SMI, with an emphasis on diabetes self-management in the context of SMI. Dr. Wykes serves as the Health Behavior Coordinator at the Cheyenne VA HCS, with assigned duties primarily in Primary Care – Mental Health Integration (PC-MHI). Within this role, Dr. Wykes serves as a content expert on health coaching, motivational interviewing, patient self-management, and health behavior change. He also provides training, clinician coaching, and consultation regarding health behavior change issues to providers in the Primary Care clinic. He serves as the co-chair of the Health Promotion and Disease Prevention (HPDP) committee at the Cheyenne VA HCS.

***The information in this brochure is updated annually and current as of August 31, 2022*

VA Drug-Free Workplace Program Guide for Veterans Health Administration (VHA) Health Professions Trainees (HPTs)

In 1986, President Reagan signed Executive Order 12564, Drug-Free Federal Workplace, setting a goal to prevent Federal employee use of illegal drugs, whether on or off duty. In accordance with the Executive Order, VA established a Drug-Free Workplace Program, and aims to create an environment that is safe, healthful, productive and secure.

As you should already know:

- All VHA HPTs are exempt from pre-employment drug-testing.
- Most VHA HPTs are in testing designated positions (TDPs) and subject to random drug testing.
- All VA employees appointed to a TDP (including HPTs) must sign a Random Drug Testing Notification and Acknowledgement Memo. The list of exempt positions (NOT TDP) is on the memo (see link below).
- All HPTs in TDPs are subject to the following types of drug testing:
 - o Random;
 - o Reasonable suspicion;
 - o Injury, illness, unsafe or unhealthful practice; and
 - o Follow-up after completion of a counseling or rehabilitation program for illegal drug use through the VA Employee Assistance Program (EAP).

Here are a few additional points:

- VHA HPTs may receive counseling and rehabilitation assistance through the VA EAP. Contact the local VHA HR office for more information about EAP.
- VHA HPTs will be given the opportunity to justify a positive test result by submitting supplemental medical documentation to a Medical Review Officer (MRO) when a confirmed positive test could have resulted from legally prescribed medication.
- Prior to being notified of a drug test, VHA HPTs may avoid disciplinary action by voluntarily identifying themselves to EAP as a user of illegal drugs. Disciplinary action will not be initiated if the HPT fully complies with counseling, rehabilitation and after-care recommended by EAP, and thereafter refrains from using illegal drugs.

Note: Self-identification must happen prior to being notified of a drug test. This option is no longer viable once an HPT has been selected for a drug test.

However, be aware that VA will initiate **termination** of VA appointment and/or dismissal from VA rotation against any trainee who:

- Is found to use illegal drugs on the basis of a verified positive drug test (even if a drug is legal in the state where training); or
- Refuses to be drug tested.

We encourage you to share this information with all current and prospective HPTs, so expectations and due process procedures are understood.

Additional Information and Resources:

- Drug Free Workplace Program (DFWP) Helpline 1-800-967-5752
- VA, OAA Health Professions Trainee Application Forms webpage and Random Drug Testing Notification and Acknowledgement Memo: <https://www.va.gov/oaa/app-forms.asp>
- VA Publications: <https://www.va.gov/vapubs/>
 - VA Handbook 5021, Employee-Management Relations
 - VA Handbook 5383, Drug-Free Workplace Program